

Proposed At Will Step/With Recommended Step Increases

Position	Step A	Step B	Step C	Step D	Step E	Step F	At Will	Pays 100% of employee PERS	Leave Payout Provision	Employer Pers +
								Current Salary		
Band A										
Police Chief	\$ 98,889	\$ 103,833	\$ 109,025	\$ 114,476	\$ 120,200	\$ 126,210	Yes	Yes	Holiday Only	\$ 159,408.36
Band B										
City Engineer	\$ 84,956	\$ 89,204	\$ 93,664	\$ 98,347	\$ 103,265	\$ 108,428	Yes	Yes	Unused Admin and Sick	\$ 108,687.69
Finance Officer	\$ 84,956	\$ 89,204	\$ 93,664	\$ 98,347	\$ 103,265	\$ 108,428	Yes	Yes	Unused Admin and Sick	\$ 104,493.89
Director of Admin	\$ 84,956	\$ 89,204	\$ 93,664	\$ 98,347	\$ 103,265	\$ 108,428	Yes	Yes	Unused Admin and Sick	\$ 125,819.59
Planning Director	\$ 84,956	\$ 89,204	\$ 93,664	\$ 98,347	\$ 103,265	\$ 108,428	Yes	Yes	Unused Admin and Sick	\$ 108,687.69
Band C										
Museum Director	\$ 67,825	\$ 71,216	\$ 74,777	\$ 78,516	\$ 82,442	\$ 86,564	Yes	Yes	Unused Admin and Sick	\$ 72,064.06
Public Works Foreman	\$ 67,825	\$ 71,216	\$ 74,777	\$ 78,516	\$ 82,442	\$ 86,564	Yes	Yes	Unused Admin and Sick	\$ 82,639.34
Building Official	\$ 67,825	\$ 71,216	\$ 74,777	\$ 78,516	\$ 82,442	\$ 86,564	Unfilled	Yes	Unused Admin and Sick	Unfilled
Chief Plant Operator	\$ 67,825	\$ 71,216	\$ 74,777	\$ 78,516	\$ 82,442	\$ 86,564	Unfilled	Yes	Unused Admin and Sick	Unfilled

Police Chief Contribution Rate Employee/Employer 9%/39.25%

Misc Employee Contribution Rate Employee/Employer 8%/21.842%

Non Classic Employee Contribution Rate Employee/Employer 6.25%/6.25%

Once and Employee Reaches Top Step, I recommend an annual Pay For Performance bonus that would range from 1%-3% based on meeting Performance Objectives